



# ADVANCING AUSTRALIA'S PHARMACY WORKFORCE

NOVEMBER 2019

## OUR VISION FOR PHARMACY PRACTITIONER DEVELOPMENT

AN ADVANCED  
PHARMACY PROFESSION,  
DELIVERING QUALITY  
USE OF MEDICINES,  
BENEFITING ALL  
AUSTRALIANS

**Hospital pharmacists and technicians are progressive advocates for clinical excellence, passionate about patient care and committed to evidence-based practice.**

The Society of Hospital Pharmacists of Australia (SHPA) realises this professional vision, by supporting pharmacists and technicians to champion clinical excellence, influence development and application of policy and standards, deliver services that add value to healthcare systems and, ultimately, ensure the delivery of excellent medicines management that improves patient outcomes.

We believe:

- Pharmacy represents an **UNDER-UTILISED PILLAR OF AUSTRALIAN HEALTHCARE** at a time of rapidly changing demographic and economic challenges.
- Mapping pharmacists' and technicians' professional journeys along an optimal learning pathway will **INCREASE THEIR CAPABILITY AND CAPACITY**
- Effective implementation of collaborative models of care requires a pharmacy workforce that is **VALUED, RESPECTED AND INTEGRATED** through multi-disciplinary partnerships.

This document outlines SHPA's commitment to advance Australia's pharmacy workforce.

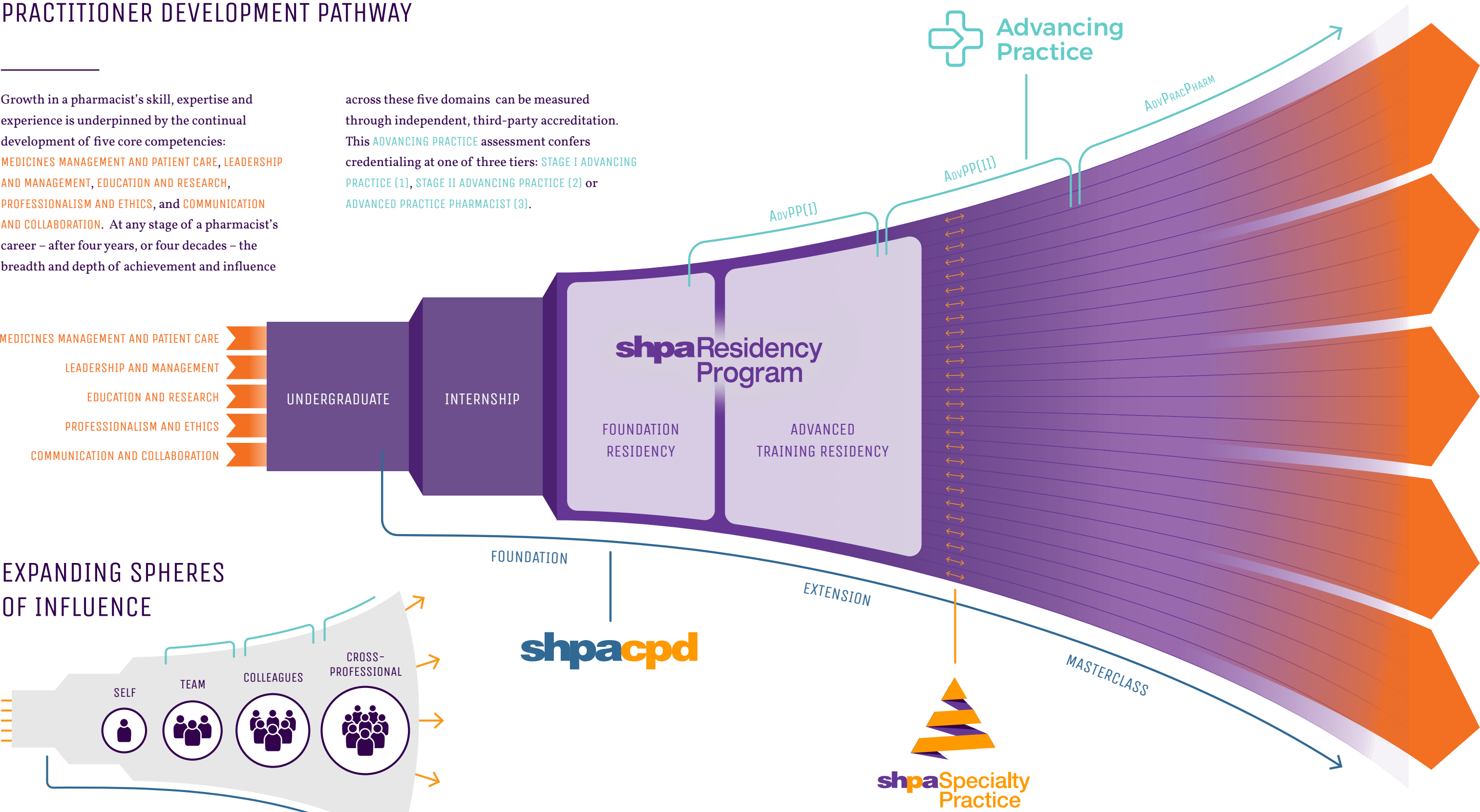


**Peter Fowler**  
President, SHPA

PRACTITIONER DEVELOPMENT PATHWAY

Growth in a pharmacist’s skill, expertise and experience is underpinned by the continual development of five core competencies: **MEDICINES MANAGEMENT AND PATIENT CARE, LEADERSHIP AND MANAGEMENT, EDUCATION AND RESEARCH, PROFESSIONALISM AND ETHICS, and COMMUNICATION AND COLLABORATION.** At any stage of a pharmacist’s career – after four years, or four decades – the breadth and depth of achievement and influence

across these five domains can be measured through independent, third-party accreditation. This **ADVANCING PRACTICE** assessment confers credentialing at one of three tiers: **STAGE I ADVANCING PRACTICE (1), STAGE II ADVANCING PRACTICE (2)** or **ADVANCED PRACTICE PHARMACIST (3).**



# SYSTEMIC PRINCIPLES TO FOSTER INNOVATION

In addition to robust education models underpinning individual development, it is essential to foster intra- and inter-hospital environments that fully harness the value and expertise of Australia’s hospital pharmacy workforce.

The unique expertise, experience and practice of hospital pharmacists and technicians must be understood relative to broader pharmacy practice and, in turn, the strategies of like-minded national and international professional pharmacy organisations.

The adoption of **SHPA’s Pharmacy Innovation Principles** – mapped against the International Pharmacy Federation’s pharmaceutical Workforce Development Goals and The Pharmaceutical Society of Australia’s *Pharmacists in 2023: Actions for change* – will deliver an optimal environment for Australia’s future hospital pharmacy workforce:

## SHPA’s Pharmacy Innovation Principles

- 1

POSITION ALL PHARMACY PRACTITIONERS, across all settings and in all roles, as essential to Australian healthcare.

Medicine Safety

Rural and Remote

12 | WORKFORCE INTELLIGENCE

13 | WORKFORCE POLICY FORMATION
- 2

Recognise and support pharmacists and technicians to operate at their fullest SCOPE OF PRACTICE.

Community Pharmacy

Care Teams

Prescribing

Transitions of Care

Health Hubs

9 | CPD STRATEGIES

10 | GENDER AND DIVERSITY BALANCES
- 3

Embed an Advancing Practice approach to REFLECTIVE LIFE-LONG LEARNING from earliest stages of career development.

Research and Evaluation

5 | COMPETENCY DEVELOPMENT

6 | LEADERSHIP DEVELOPMENT
- 4

Establish equitable access to EXPERIENTIAL LEARNING for students, hospital pharmacy interns, and foundation and advanced training residents, across Australia.

Workforce

2 | FOUNDATION TRAINING

3 | QUALITY ASSURANCE

4 | ADVANCED AND SPECIALIST DEVELOPMENT
- 5

Progress advanced and specialty ROLES AND CAREER OPPORTUNITIES for pharmacists and technicians.

Workforce

2 | FOUNDATION TRAINING

3 | QUALITY ASSURANCE

4 | ADVANCED AND SPECIALIST DEVELOPMENT
- 6

Build and strengthen partnerships fostering INNOVATION AND RESEARCH between practitioners, healthcare teams and organisations.

Digital Transformation

7 | SERVICE PROVISION AND WORKFORCE ES

8 | WORKING WITH OTHERS

# DELIVERING ON OUR COMMITMENT

- 1

POSITIONING PRACTITIONERS
- 2

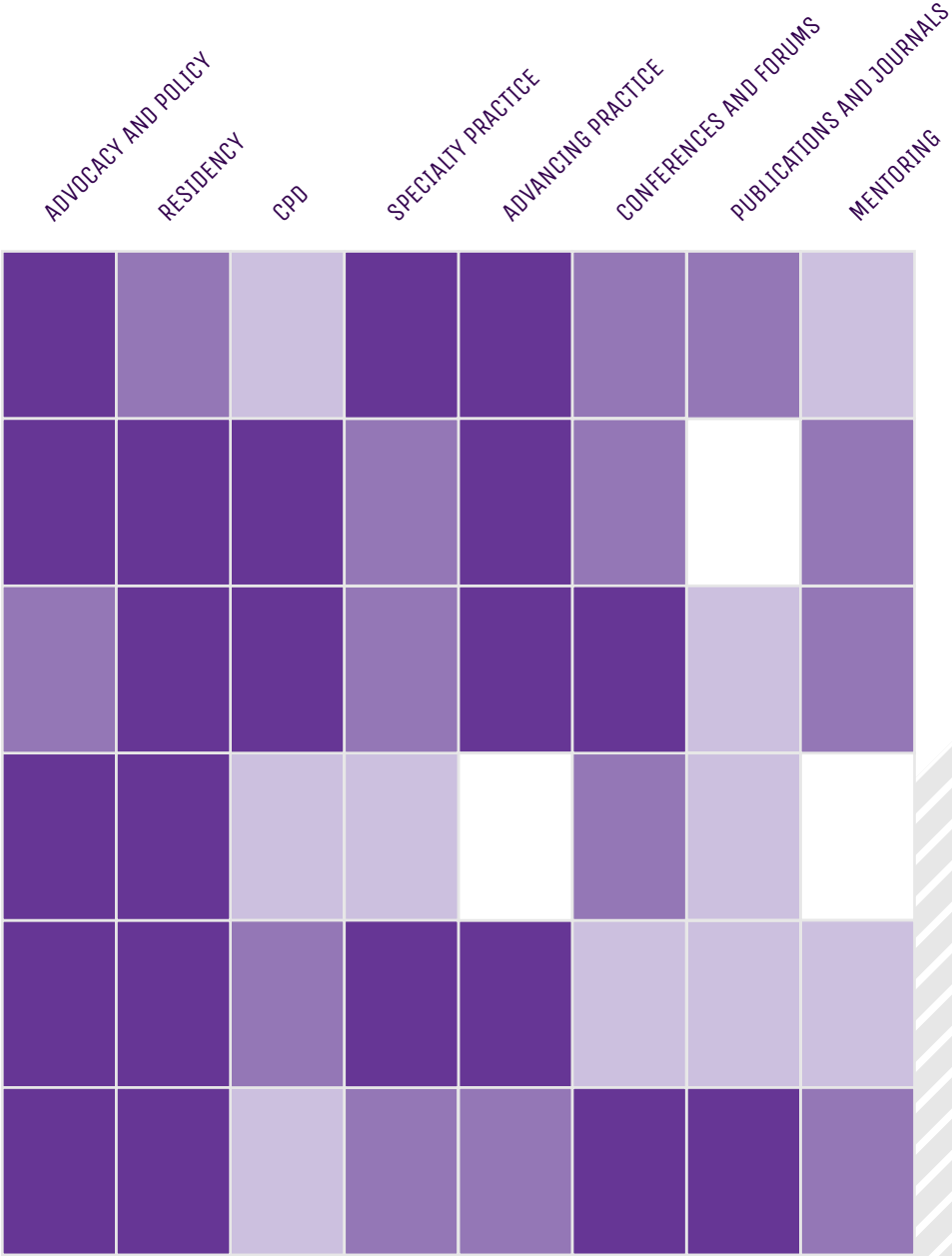
SCOPE OF PRACTICE
- 3

REFLECTIVE LIFE LONG LEARNING
- 4

EXPERIENTIAL LEARNING
- 5

ROLES AND CAREER OPPORTUNITIES
- 6

INNOVATION AND RESEARCH



The above heat map shows how our initiatives, programs, events and resources deliver against **SHPA’s Pharmacy Innovation Principles**.

